

Washington Workforce Analytics (WWA)

Ad hoc query designers can combine data from <u>one universe</u> or <u>multiple universes</u> using a process called Merged Dimensions.

Why/When Would I Use a Merged Dimension?

You may determine a Merged Dimension is necessary when:

Measures need to be calculated at a different granularity in your ad hoc query.

- ✓ For example, you want to sum the values of all Time Taken in a month and add the Distinct Employee Count as of the end of the month.
- ✓ If you include Time Taken and Distinct Employee Count without using a Merged Dimension, it will sum all Time Taken for each day in the month and sum the Distinct Employee Count for each day in the month resulting in an inflated Distinct Employee Count.
- ✓ Using a Merged Dimension will allow you to sum the Time Taken for the month and get the Distinct Employee Count as of the end of the month.

A field or measure is not available in the current universe but is available in another universe.

- ✓ For example, Job (EE) is not available in the Staffing Assignments universe but it is available in the Headcount and Personnel Actions universe.
- Using a Merged Dimension will allow you to get filled and vacant position count information from the Staffing Assignments universe and get the employee's Job information for filled positions from the Headcount and Personnel Actions universe.

Following are some tips to remember when working with Merged Dimensions.

Ob	ject Information	Example			
✓	Merged Dimension data values must have the same data type.	Do not merge a number data type with a text data type.			
✓	Merged Dimension data values must have the same format.	Do not merge a Calendar Month date (format MM) with a Calendar Year date (format YYYY).			
√	Merged Dimension data values are case sensitive. If the merged values contain a mix of lower-case and upper-case, they will be displayed as separate values.	Sample-data and SAMPLE-DATA will be displayed as two separate values.			
✓	Variables can be created to associate Merged Dimensions when using multiple universes.	Job (EE) is not available in the Staffing Assignments universe. Create a variable to associate Job (EE) from the Headcount and Personnel Actions universe with the Position Code from the Staffing Assignments universe.			



Creating a Merged Dimension Using One Universe

The following example shows how you can create a Merged Dimension using a single universe - Time and Labor - that includes an employee's Planned Work Time and Time Taken measures aggregated at the monthly level and the employee's Age (Years) measure as of the last day of the month.

Without creating a Merged Dimension:

- ✓ Age (Years) measure will aggregate for each day of the month, along with the Planned Work Time and Time Taken. See Example 1 below.
- ✓ Planned Work Time and Time Taken will not aggregate if you add the Last Calendar Day of Month Values pre-defined filter to get the Age (Years) measure as of the last day of the month.

Example 1: Without a Merged Dimension, Planned Work Time, Time Taken, and Age (Years) are all aggregated at the monthly level.

Business Area Code (EE)	Business Area (EE)	Organizational Unit Code	Organizational Unit	Personnel Number	Planned Work Time	Time Taken	Age (Years)
3000	Dept of Social & Health Serv.	30003536	DDA DDD R02		176	11	2,257.6
3000	Dept of Social & Health Serv.	30003536	DDA DDD R02		176	8.5	2,622
3000	Dept of Social & Health Serv.	30003536	DDA DDD R02		176		1,824
3000	Dept of Social & Health Serv.	30003536	DDA DDD R02		177	14.5	1,866

✓ To get an accurate Age (Years) measure and an accurate Planned Work Time and Time Taken measure, create a Merged Dimension and include the Last Calendar Day of Month pre-defined filter for Age (Years). See Example 2 below.

Example 2: Using a Merged Dimension, Age (Years) is filtered to the Last Calendar Day of Month while Planned Work Time and Time Taken are aggregated for the month.

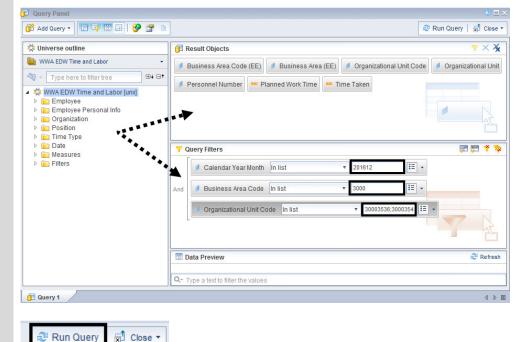
Business Area Code (EE)	Business Area (EE)	Organizational Unit Code	Organizational Unit	Personnel Number	Planned Work Time	Time Taken	Age (Years)
3000	Dept of Social & Health Serv.	30003536	DDA DDD R02		176	11	66.4
3000	Dept of Social & Health Serv.	30003536	DDA DDD R02		176	8.5	77.2
3000	Dept of Social & Health Serv.	30003536	DDA DDD R02		176		58.9

Create Initial Query

- **1.** Add: **Object(s)** from the universe into the Result Objects area.
- → Do not include Age (Years) in the initial query. It will be added to the second (duplicate) query in a later step.
- 2. Add: **Object(s)** from the universe into the Query Filters area.
- 3. Input: Filter Values.

- 4. Select: Run Query.
- → Webl will display the query results in the Report Panel.

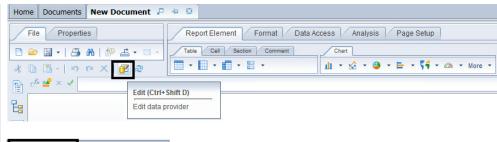
In this example, we create the initial query in the Time and Labor universe.





Create Duplicate Query

- 1. Select: Edit Data Provider.
- → Webl will display the initial query panel.
- 2. Right-click the query tab at the bottom of the query panel.
- 3. Select: Duplicate.
- → Webl will create a duplicate query.



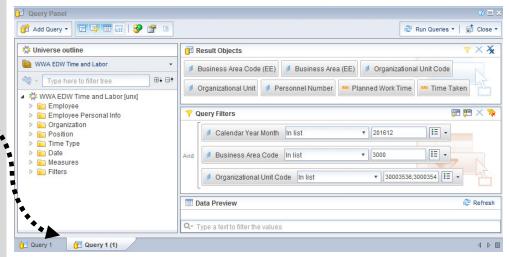


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- **4.** Right-click the query tabs to rename the queries (optional).
- → This helps to avoid confusion when you have multiple queries or data providers.



In this example, we have two queries: Query 1 and Query 1 (1).

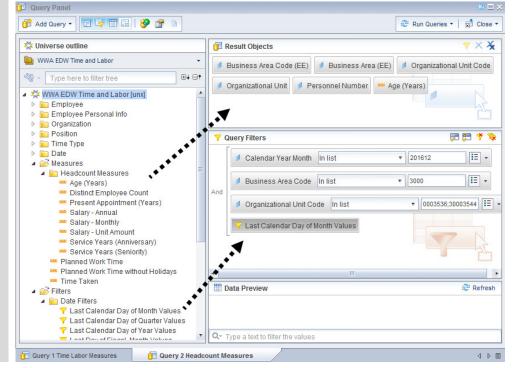


Modify Duplicate Query

For these next steps, ensure you are in the duplicate query.

- Remove: Objects(s) from the Result Objects area.
- → Select original measures and drag off or select **Remove**
- 2. Add: Object from the Headcount Measures into the Result Objects area.
- Add: Last Calendar Day of Month Values from the Date Filters into the Query Filters area.
- → This will ensure the headcount measure will be based on the predefined filter for Last Calendar Day of Month.

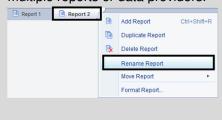
In this example, we removed Planned Work Time and Time Taken and added Age (Years) to Results Objects, and added Last Calendar Day of Month Values to the Query Filters.

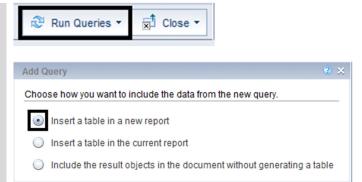


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Run Queries

- 1. Select: Run Queries.
- → Webl will display options for displaying the data.
- 2. Select: Insert a table in a new report. This is the default selection.
- 3. Select: OK.
- → The duplicate query with the headcount measure will display as Report 2
- → Right-click the report tabs to rename your reports. This helps to avoid confusion when you have multiple reports or data providers.





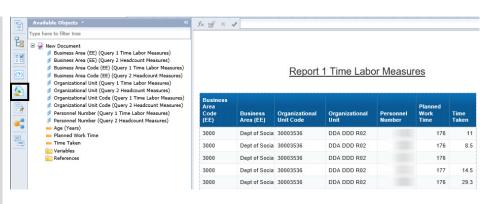
In this example, we have two reports: Report 1 and Report 2.

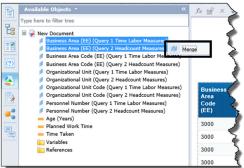
	Business Arc	Business Arc	Organization	Organization	Personnel N	Age (Years)		
	3000	Dept of Social	30003536	DDA DDD R0:		66.4		
	3000	Dept of Social	30003536	DDA DDD R0:		77.2		
٠.,	3000	Dept of Social	30003536	DDA DDD R0:		58.9		
	3000	Dept of Social	30003536	DDA DDD R0:		50.5		
	3000	Dept of Social	30003536	DDA DDD R0:		53.2		
4	▼							
Report 1 Report 2								

Merge Dimensions

- 1. Select: Available Objects.
- → Webl will display the available objects for both queries.

- Select: Dimensions. Use the Shift key or Ctrl key to select set of dimensions.
- Right-click the selected dimensions to display the merge option.
- 4. Select: Merge.



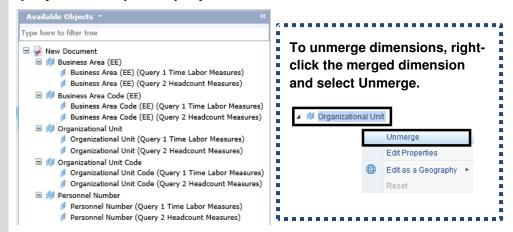




Washington Workforce Analytics (WWA)

- → Webl will display the merged dimensions in the Available Objects area.
- → Repeat these steps for each set of dimensions that need to be merged.
- → Dimensions must have the same data type. For example, do not merge Organizational Unit with Organizational Unit Code.
- → Dimension dates must have the same format. For example, do not merge Calendar Month with Calendar Year.

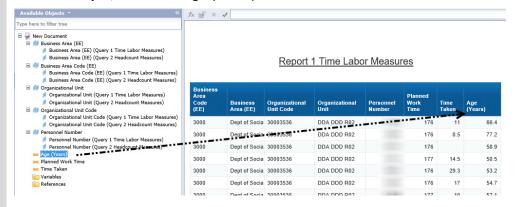
In this example, we have five sets of merged dimensions based on the initial query and the duplicate query.



Add Objects to Report

- **1.** Add: **Object(s)** into the report workspace.
- → It's usually faster to use the report created from the initial query because most of the objects are already included.
- → If you create a new report (Ctrl+Shift+R), you will need to add objects to the empty report workspace.
- → Rename Report 1, if necessary.

In this example, we added Age (Years) next to Time Taken.



Washington Workforce Analytics (WWA)

Creating a Merged Dimension Using Two Universes

The following example shows how you can create a Merged Dimension using two universes – Staffing Assignments and Headcount and Personnel Actions - to compare the job assigned to the position with the job assigned to the employee.

Since Job (EE), Job Code (EE) and Job Class Abbr (EE) are not available in the Staffing Assignments universe it is necessary to create a Merged Dimension between the Staffing Assignments universe and the Headcount and Personnel Actions universe.

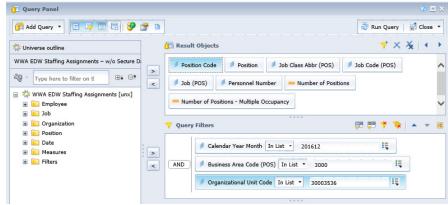
When creating a Merged Dimension to include fields that are not present in both universes, you must establish a link between the two universes by creating a variable for the missing data element and associating that variable with a shared data element that is present in both universes.

✓ The variable allows you to lookup the value of Job (EE) in the Headcount and Personnel Actions universe
by using the Position Code that is present in both universes. Instructions for creating and associating
variables are included in the example below.

Create Query

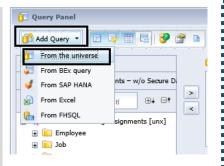
- Add: Object(s) from the universe into the Result Objects area.
- 2. Add: **Object(s)** from the universe into the Query Filters area.
- 3. Input: Filter Values.

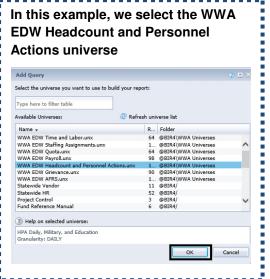
In this example, we add objects from Staffing Assignments universe.



Add Query

- 1. Select: Add Query.
- 2. Select: From Universe.
- → Webl will display a list of available universes based on your security/permissions. All WWA Universes are prefixed with "WWA".
- 3. Select: Universe
- 4. Select: OK
- → A new Query Panel will open in the selected universe.

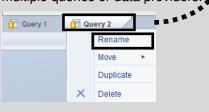


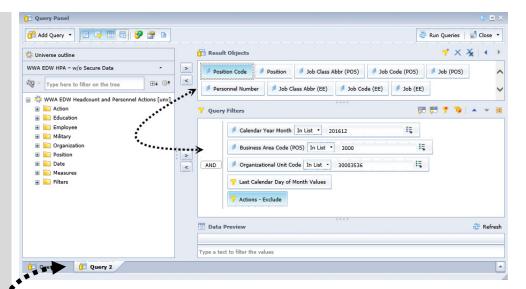


Washington Workforce Analytics (WWA)

Create New Query

- Add: Object(s) from the universe into the Result Objects area.
- Add: Object(s) from the universe into the Query Filters area.
- 3. Input: Filter Values.
- → For accurate employee counts, add the **Actions Exclude** predefined filter in the Headcount and Personnel Actions universe to narrow the focus to records that are not actions.
- → Right-click the query tab to rename your query. This helps to avoid confusion when you have multiple queries or data providers.



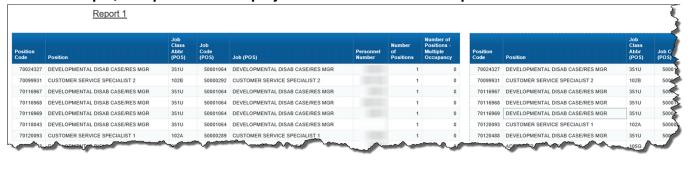


Run Queries

1. Select: Run Queries.



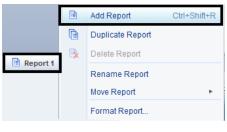
In this example, the queries are displayed in two tables on one report.

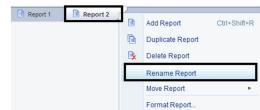


Washington Workforce Analytics (WWA)

Add New Report

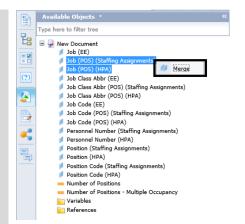
- 1. Right-click the report tab at the bottom of the report to display the add report option.
- 2. Select: Add Report.
- → Webl will display the available objects in a new report workspace.
- 3. Right-click the new report tab to rename your report.
- 4. Select: Rename Report.
- → This helps to avoid confusion when you have multiple reports or data providers.





Merge Dimensions

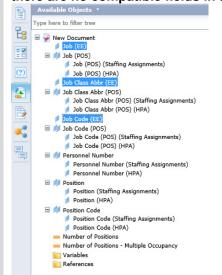
- Select: Dimensions. Use the Shift key or Ctrl key to select set of dimensions to be merged.
- 2. Right-click the selected dimensions to display the merge option.
- 3. Select: Merge.
- → Repeat these steps for each set of dimensions that need to be merged.
- → Dimensions must have the same data type. For example, do not merge Position Code with Position.
- → Dimension dates need to have the same format. For example, do not merge Calendar Month with Calendar Year.



To unmerge dimensions, rightclick the merged dimension and select Unmerge.



Job (EE), Job Class Abbr (EE) and Job Code (EE) cannot be merged since there are no compatible fields in the Staffing Assignments universe.



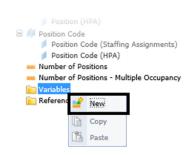
See <u>Create Variable to Associate</u>
<u>Objects</u> below to merge these fields with the Staffing
Assignments universe.

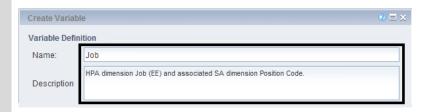
Washington Workforce Analytics (WWA)

Create Variable to Associate Objects

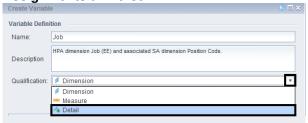
Create a variable for a field that is not present in both universes (such as Job (EE)) and associate it with a field that <u>is</u> present in both universes (such as Position Code). Associating Job (EE) with Position Code merges the two universes based on the Position Code. The variable will return the value of Job (EE) based on the Position Code.

- 1. Right-click the Variables
 Folder in the Available Objects
 area to display the new
 variable option.
- 2. Select: New.
- **3.** Input: **Name.** This will be the name for the variable.
- 4. Input: Description.
- → A description for the variable is helpful, especially if you have multiple variables or will be sharing the report with other WWA users.
- 5. Select: Qualification.
- → Use the Qualification dropdown to select Detail.
- → Webl will display additional options for associating the objects.
- 6. Use the ellipsis to find and select an Associated dimension.
- Select: Associated dimension.
- 8. Select: OK.

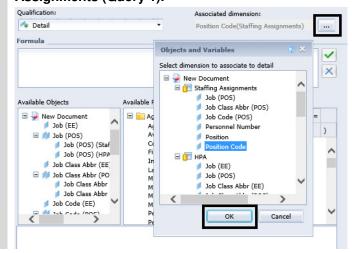




In this example, we select Detail because we want to associate Job (EE) from Headcount and Personnel Actions with the Position Code from Staffing Assignments universe.

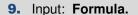


In this example, we select the Position Code dimension from Staffing Assignments (Query 1).

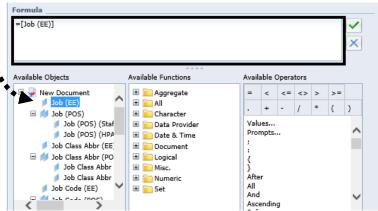




Washington Workforce Analytics (WWA)

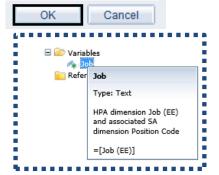


→ Double-click the dimension in the Available Objects area and Webl will input it into the formula area with a default value of equal to (=). In this example, we input a formula for Job (EE) to associate it with Position Code dimension from Staffing Assignments (Query 1).



- **10.** Select: ✓ **checkbox icon** to validate the formula.
- 11. Select: OK.
- 12. Select: OK.
- → Webl will display the variable for the associated dimension in the available objects area.
- → Create a variable for each dimension that needs to be associated with another dimension.



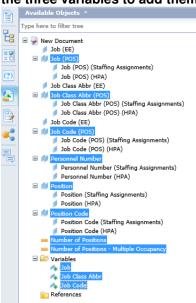


Washington Workforce Analytics (WWA)

Add Objects To New Report

- Add: Object(s) to the report workspace.
- → Use the Ctrl-key to select multiple objects in the order you want them to display in the report.

In this example, we select the six merged dimensions, the two measures and the three variables to add them to the report workspace.



The selected objects are displayed in the report and we can see employee detail, including employee Job detail, on positions that are filled.



In this example, Position Code 71026810 is an IT Specialist 3 (479K) but the employee is working as a Human Resource Consultant 3 (119G).

